



July 23, 2012

Via certified #70000520001249174536

Morten "Chip" Homme
Unit 707
50 North Sierra Street
Reno, NV 89504

Dear Mr. Homme:

On July 17, 2012, ABX Air, Inc. ("ABX" or the "Company") sent to you a letter. That letter required that you sign the attached Letter of Commitment and return it to the Company by 5 pm EDT on July 19, 2012. The letter further informed you that if you failed to do so your employment would be terminated effective 5:01 pm EDT on July 19, 2012. You subsequently were given an extension until July 20, 2012 to sign and return the letter of commitment. That deadline passed without the letter being signed and received; indeed, on July 20, 2012, I received your letter in which you affirmatively stated that you would not sign the Letter of Commitment.

In accordance with my letter of July 17, 2012 and the subsequent extension of 24 hours that you were granted, and for the sake of an abundance of clarity, this letter is to inform you that your employment with ABX was terminated effective 5:01 pm EDT on July 20, 2012.

You may appeal the termination of your employment pursuant to the terms of the collective bargaining agreement between ABX and the IBT.

You are required to return to the Company your Company badge.

Sincerely,

Robert N. Boja

Cc: Paul Rutter, Esq. *(via facsimile and certified #70000520001249174543)*
Robert Gray
Capt. Joe Ezell

Attachment F